

Transforming the _____
Early Childhood Workforce
_____ in Colorado

Colorado's Early Care and Education Workforce

Early Childhood and School Readiness Legislative Commission

July 23, 2019

*An innovative, public-private
partnership to advance the Early
Childhood Workforce in Colorado*



EARLY MILESTONES
COLORADO



COLORADO
Office of Early Childhood
Department of Human Services



COLORADO
Department of Education



GARY
COMMUNITY
INVESTMENTS
Working together
for Colorado's children



BUELL
FOUNDATION

A close-up photograph of a man with dark skin and short hair, smiling warmly at a baby he is holding. The man is wearing a light-colored, patterned button-down shirt. The baby, who has dark skin and curly hair, is looking towards the camera with a happy expression. The baby is wearing a white long-sleeved shirt with blue and purple horizontal stripes. The background is softly blurred, showing what appears to be a colorful striped blanket or fabric.

ABOUT EARLY MILESTONES

Early Milestones Colorado is an independent organization helping to advance innovative solutions that improve policies and practices in early childhood development. We work with state and local partners to exchange ideas, share resources, and create lasting, positive change for children.

EARLY MILESTONES

Project Components

Research

Collecting information on the experience and impact of the early childhood workforce.

Plan

Developing an actionable State plan to support the early childhood workforce.

Explore

Testing innovative strategies to recruit, retain, support, and compensate the early childhood workforce.

Communicate and Sustain

Sharing ideas and supporting sustainable change.

RESEARCH

Research

Colorado's Early Childhood Workforce

STAFF SHORTAGES



70%

of early learning directors report difficulty in filling vacant positions

LOW WAGES



90%

Almost 9 in 10 teachers have difficulty paying their bills

HIGH DEMAND



33%-43%

By 2025, there will be a 33-43% increased need for teachers and leaders

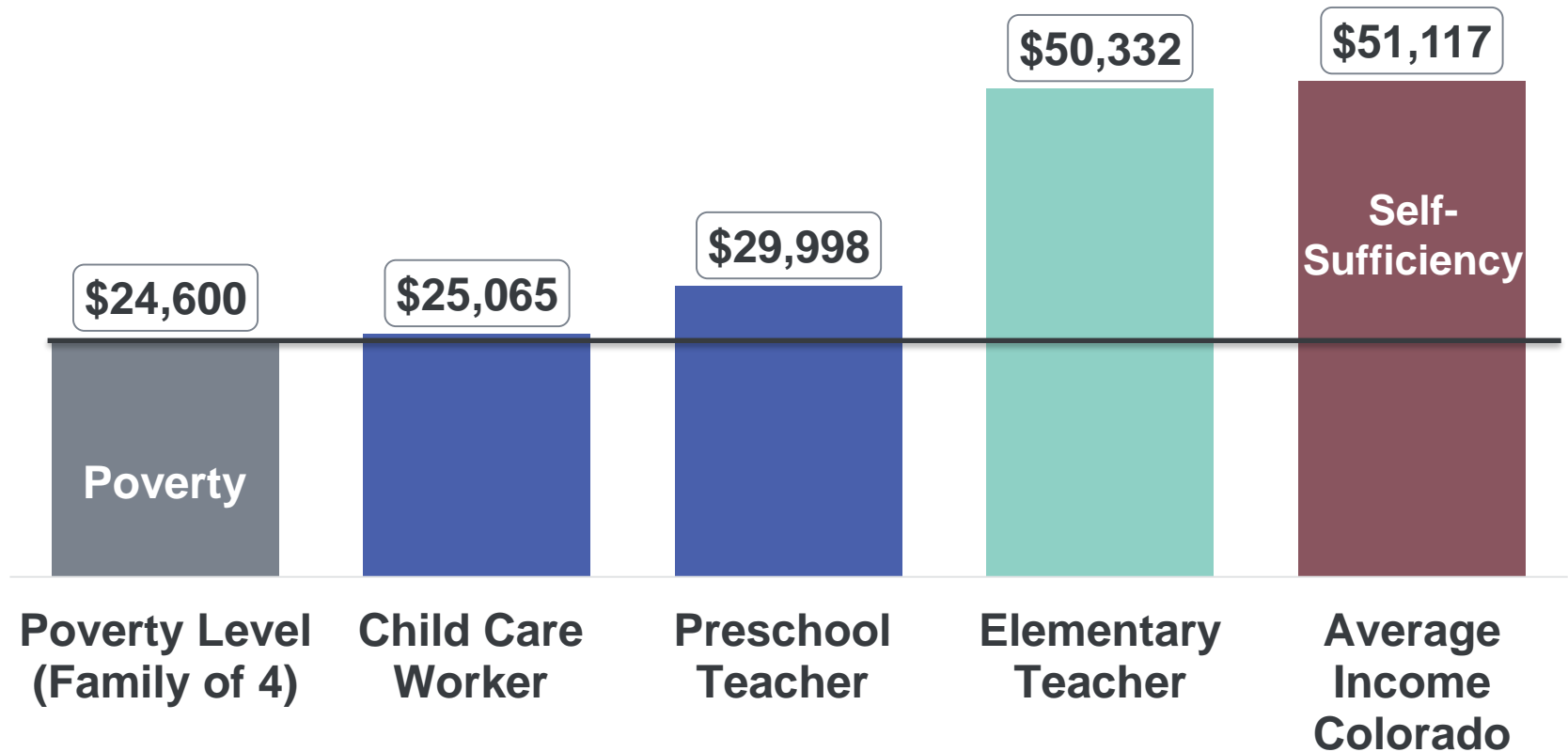
Every \$1 Invested in early care and education contributes \$2.25 to the Colorado economy



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Wages are Low

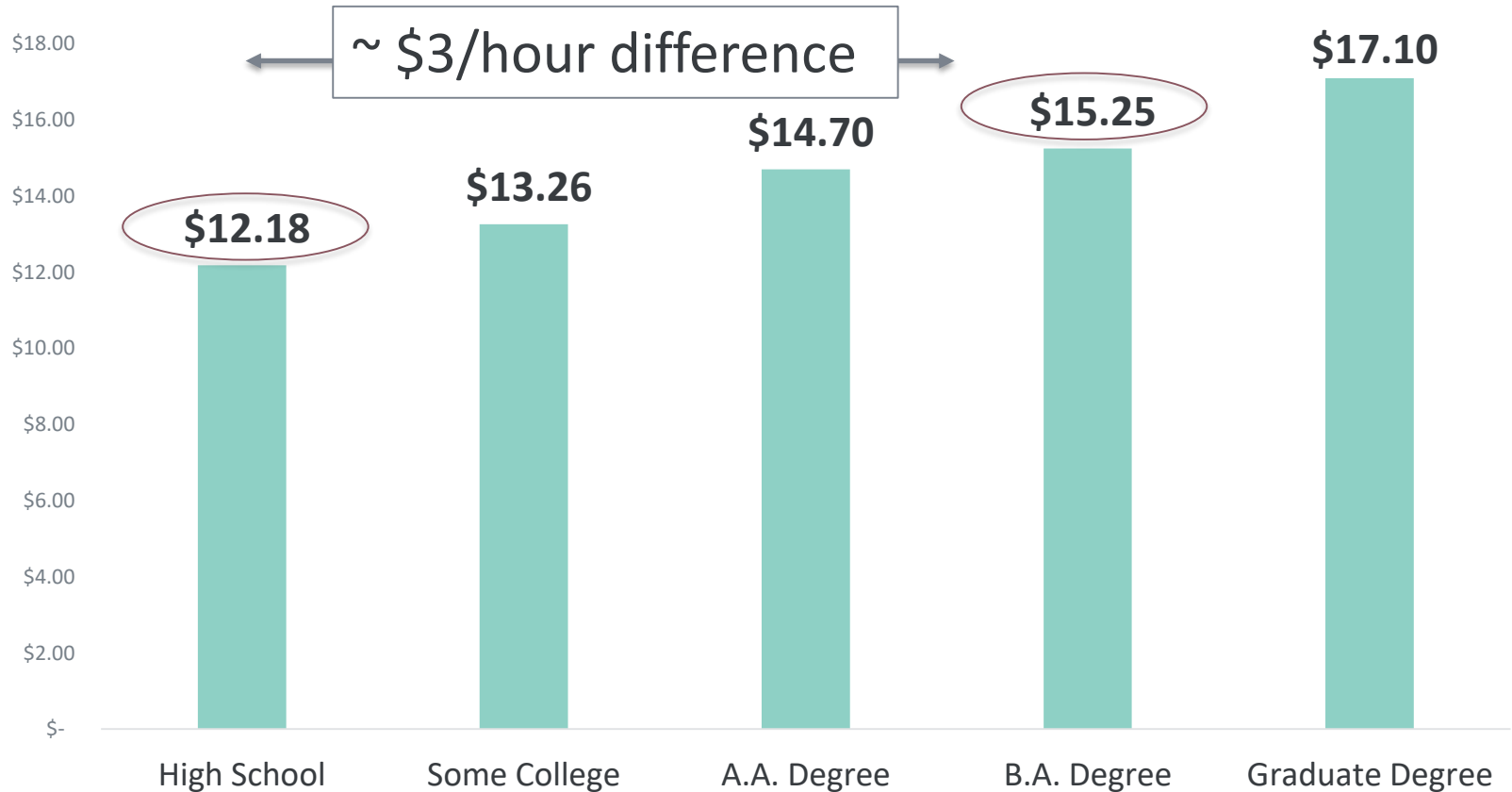


Salaries are a large driver of cost.

Source: *Bearing the Cost of ECE in CO, 2017*

Research

Wages by Degree For Early Childhood Teachers



Research

Parents Can't Afford to Pay More

Infant Care

Preschool Care

Average Cost
of Center-
Based Care

\$13,143

\$9,871

% of
Annual
Income

26.9%

20.2%



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Source: *Bearing the Cost of ECE in CO, 2017*

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Research

Programs Struggle to Match Revenue and Expenditures



Source: *Bearing the Cost of ECE in CO, 2017*

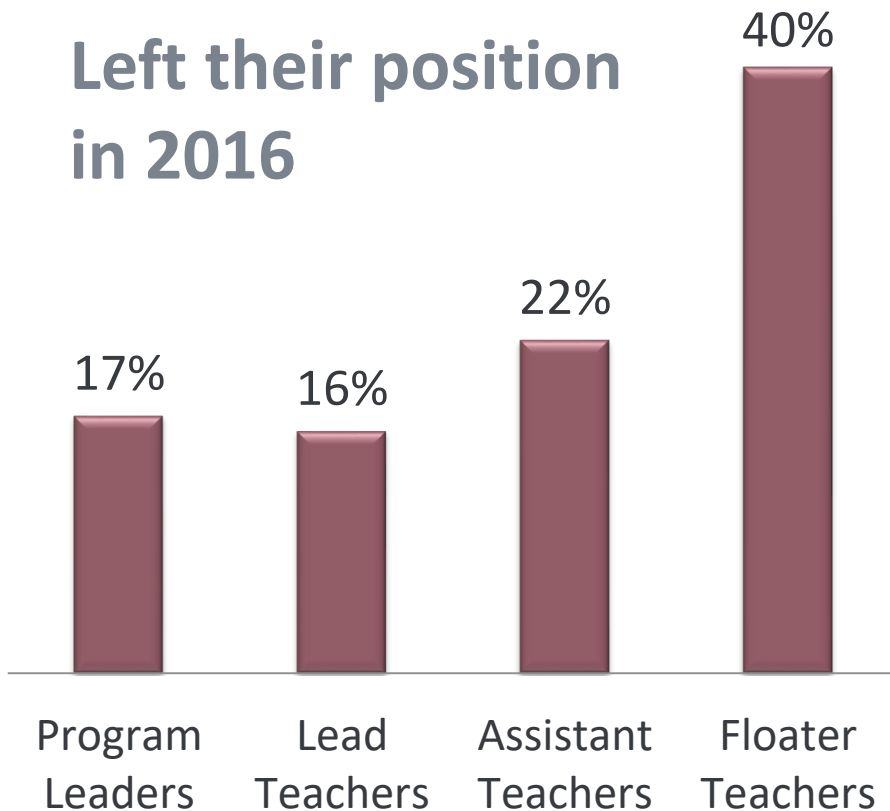
Recruitment Challenges

- 70% of directors report having difficulty finding qualified staff to fill positions
- Average time to fill a vacant position is 2.5 months
- 49% of directors reported having to fill positions with unqualified staff



Turnover

Left their position in 2016



Intend to Leave in Next Two Years

- 10% of Directors
- 26% of Lead Teachers
- 24% of Assistant Teachers
- 30% of Floater Teachers

Research

Effects of Turnover and Job Frustrations

	Effects of Turnover	Teacher Job Frustrations
Teachers	Teacher burnout and turnover	Teacher turnover
Staffing	Unpredictable classroom staffing, hiring unqualified staff	Unpredictable/difficult staffing patterns; too many children
Children	Children's challenging behavior	Children's challenging behavior
Quality	Decrease in classroom quality	
Compensation		Wages and benefits





An ambitious
three-year
roadmap for a
professional
development
system that
promotes a
high-quality,
effective, diverse
workforce for
Colorado.

COLORADO'S
Early Childhood
Workforce

2020
PLAN

JUNE 2017

The New Plan

A new plan to support the early childhood workforce and professional development system that supports it, developed through work of the Cohort and taskforces.

Workforce
Development

Recruitment
and Retention

Compensation

Leadership

Finance

Data &
Continuous
Improvement

Workforce Development

GOAL: Cultivate the competencies of a highly-qualified, diverse early childhood workforce.

Developing support structures and aligning systems to ensure the early childhood workforce has the competencies needed to do their job well.

Workforce Development

Example Activities:

Developing clear, streamlined pathways to education, professional development, credentials, and degrees, while allowing for multiple entry and exit points.

Address barriers to professional development opportunities, with an emphasis on ensuring equitable access across sectors, settings, and age of children served.

Advancing the Work

Early Childhood Professional Development Advisory (ECPD)

- Working Group under the ECLC charged to Guide Implementation of the EC Workforce 2020 Plan

State Agency Meetings

- Bringing together state agencies to support the EC Workforce

Advancing the Work

Preschool Development Grant

- Work Groups created to review and provide recommendations

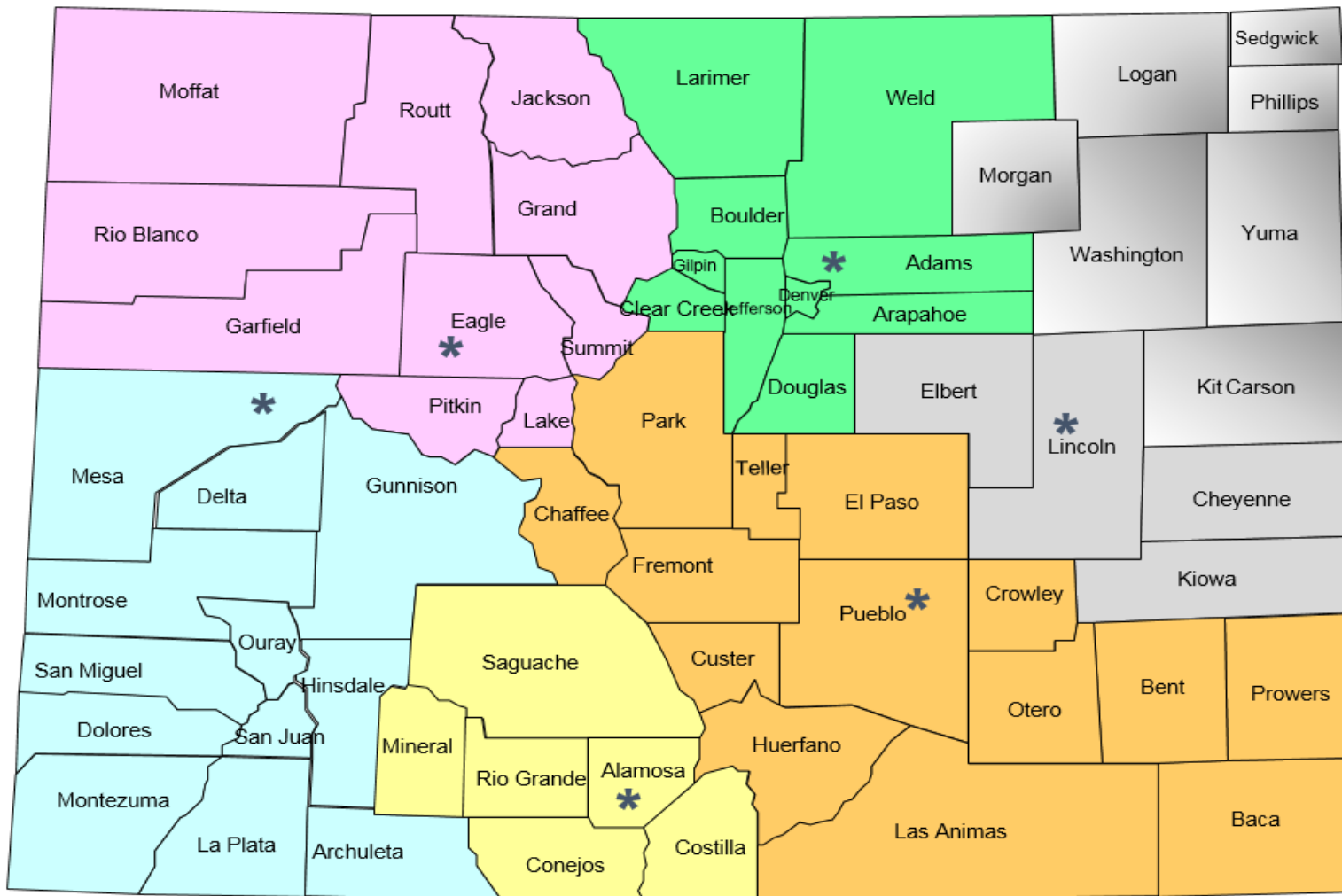
Future Opportunities for Collaboration

- Education Leadership Council
- Teacher Shortages Work
- Learning from Local Innovative Approaches

EXPLORING SOLUTIONS

Explore

Regional Listening Tour

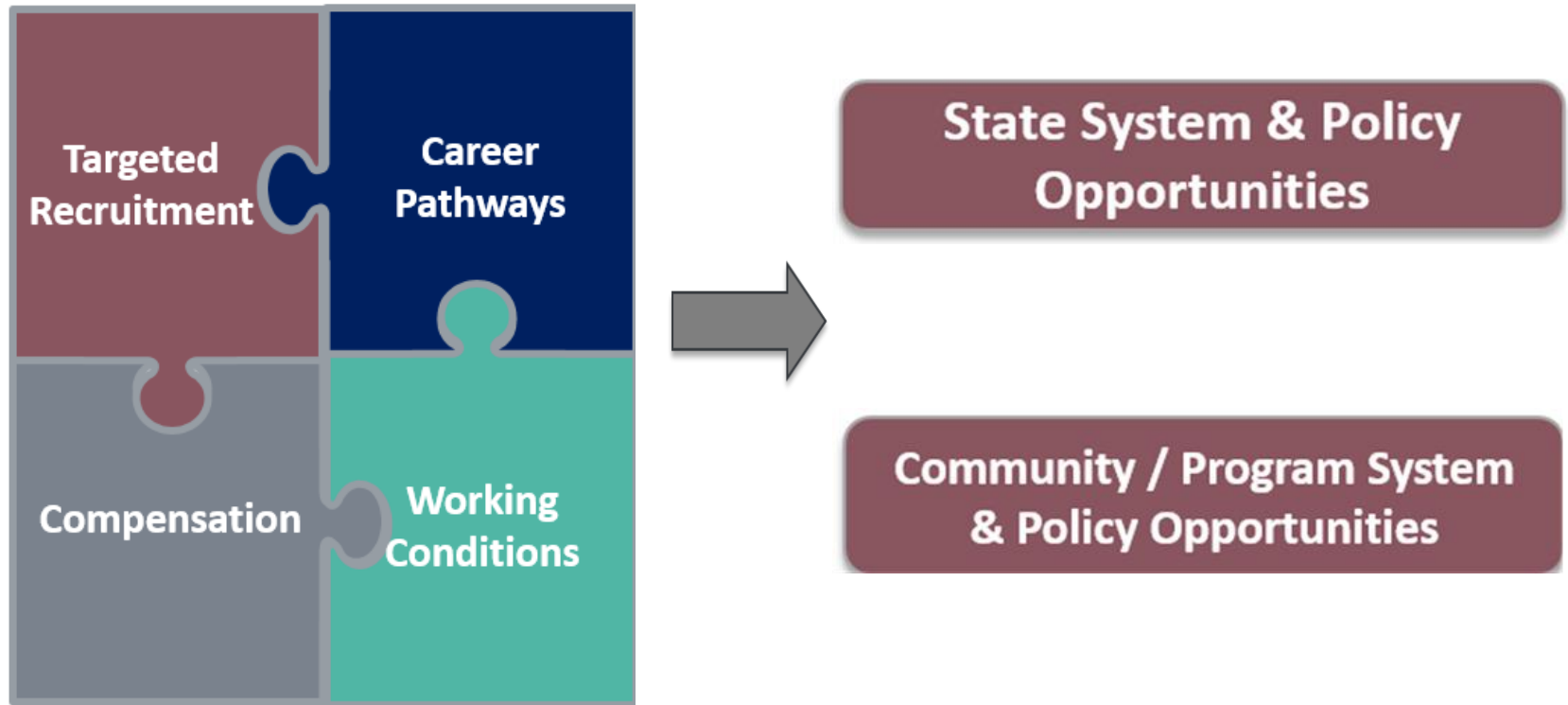


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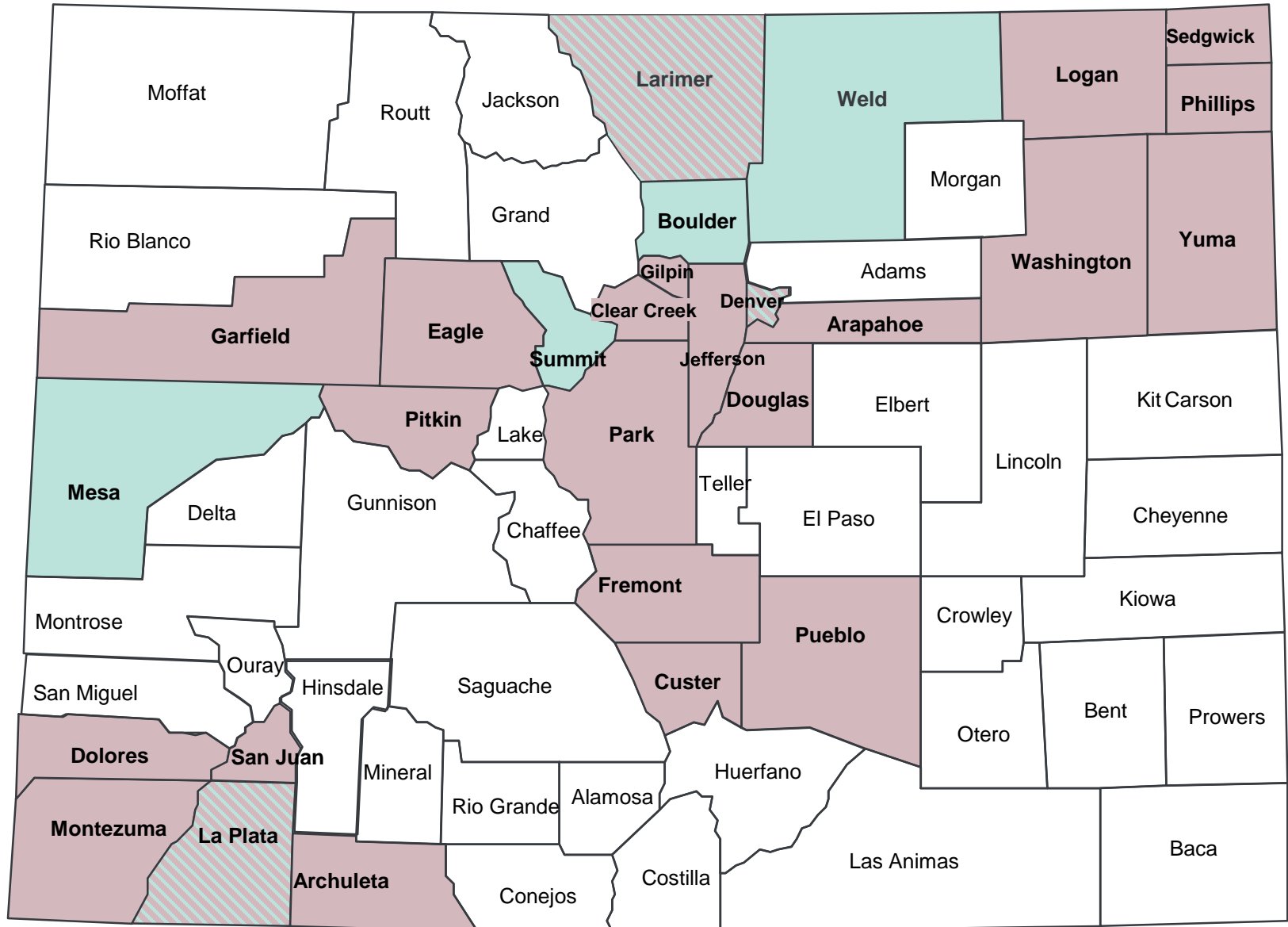
Explore

Implementing Solutions



Explore

Innovation Grantees



2018 Innovation Grantees

Workforce Issue	Innovation Grantee
Compensation	<ul style="list-style-type: none">• Child Care 8,000• Compensation Parity in Summit County
Targeted Recruitment and Retention Working Conditions	<ul style="list-style-type: none">• Denver's Early Childhood Workforce Initiative• Expanding Possibilities in Early Childhood
Education and Career Pathways	<ul style="list-style-type: none">• La Plata County Early Childhood Workforce Initiative• Pathways to Teaching (P-TEACH)

Key Themes

Workforce Issue	Key Themes
Education and Career Pathways	<ul style="list-style-type: none">• Flexibility in Higher Education<ul style="list-style-type: none">• Cohort Models• Concurrent Enrollment
Targeted Recruitment and Retention	<ul style="list-style-type: none">• Securing certification waivers• Building essential skills (soft skills) capacity of entrants to the EC workforce• Using enhanced data systems to guide local initiatives
Compensation	Designing and Piloting centralized services models

2019 Innovation Grants

Workforce Issue	Innovation Grantee
Targeted Recruitment and Retention Working Conditions	<ul style="list-style-type: none">• Denver's Early Childhood Workforce Initiative• Expanding Possibilities in Early Childhood
Education and Career Pathways	<ul style="list-style-type: none">• La Plata County Early Childhood Workforce Initiative• Apprenticeship and Teacher Preparation Initiative• Creating Pathways to Early Childhood Training for Rural Latinx Caregivers



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ADVANCING OPPORTUNITIES FOR CHILDREN'S SUCCESS



Early Childhood Leadership Commission

Kacee Miller

kmiller@earlymilestones.org

720-410-2691

Kristina Heyl

kristina.hey@state.co.us

303-866-5223

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